

**2016 EEOC FOX VALLEY WISCONSIN SEMINAR**  
**Wednesday, July 20, 2016**

**Best Western Premier Bridgewood Resort Hotel & Conference Center**  
**1000 Cameron Way**  
**Neenah, WI 54956**

**AGENDA**

**8:00 – 9:00 AM: Registration & Continental Breakfast**

**9:00 – 9:15 AM: Welcoming Remarks**

Rosemary Fox, Area Director, EEOC Milwaukee Area Office

**9:15 – 10:30 AM: Update on EEOC and EEO Law - How to Avoid Being a News Headline**

Join us for a review of recent developments in EEO law as well as EEOC guidance, litigation developments and enforcement emphasis areas. Hear about their impact on employers and how you can limit your organization's liability.

Laurie Vasichuk, Senior Trial Attorney, EEOC Minneapolis Area Office

**10:30 - 10:45 AM: Break & Networking Opportunity**

**10:45AM – 12:00PM: Change is Inevitable: How to Prevent LGBT and Gender Identity Discrimination in the Workplace**

This session will explore the legal protections for LGBT individuals in the workplace. We will focus on workplace issues involving transgender and gender nonconforming employees. Our attorney and service provider presenters will suggest practical ways for employers to address these issues in a sensitive, respectful, inclusive and lawful manner.

Justin Mulaire, Trial Attorney, EEOC Chicago District Office

LGBT Organization Representative [invited]

**12:00 – 1:15 PM Lunch & Networking Opportunity**

**1:15 – 2:30 PM      When Worlds Collide: The Interplay of the FMLA, ADA and WC Laws**

A single case of disability can trigger obligations for employers under the Americans with Disabilities Act, the Family and Medical Leave Act and/or Worker's Compensation as well as subject them to scrutiny by different administrative agencies. Hear about key changes to these laws. Learn how to effectively manage the interactive process, and explore possible reasonable accommodations, including leave, for disabilities in the workplace.

David J.B. Froiland, shareholder, Ogletree Deakins, Milwaukee, WI

**2:30 – 2:45 PM      Break & Networking Opportunity**

**2:45 – 4:00 PM:      Demystifying the EEOC and ERD Complaint Processes**

Representatives of the EEOC and the Wisconsin Equal Rights Division (ERD) will review their respective procedures in processing employment discrimination complaints filed with their agencies, from receipt of the complaint to the issuance of a decision. Gain an inside look into the EEOC's new Digital Charge System and how it simplifies responding to a charge and accessing charge information. Take away best practice tips including preparing effective position statements and submitting documentary evidence.

Marian Drew, Intake Supervisor, EEOC Milwaukee Area Office

Maria Flores, Program Manager, EEOC Milwaukee Area Office

Larry R. Jakubowski, Civil Rights Bureau Director and Chief of the Hearing Section, Civil Rights Bureau – Equal Rights Division, Wisconsin Department of Workforce Development, Milwaukee, WI

**4:00 PM:                      Seminar Concludes, Evaluations Submitted, Training Certificates Distributed**